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UTAH'S YOUTH:

A View of Their Labor Market Activity

Prepared by

Utah Department of Employment Security
Labor Market Information Services
174 Social Hall Avenue
Salt Lake City, Utah 84147

September 1986

JOB SERVICE

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KEY POINTS

— The population of 16-19 year olds in Utah is projected to increase by nearly 50,000 in the next ten years.

— The 16-24 year olds account for about 28 percent of Utah's labor force.

— Youth (16-24) account for about 50 percent of the unemployed people looking for work.

— Youth's (16-24) share of total job acquisitions averages about 35 percent annually.

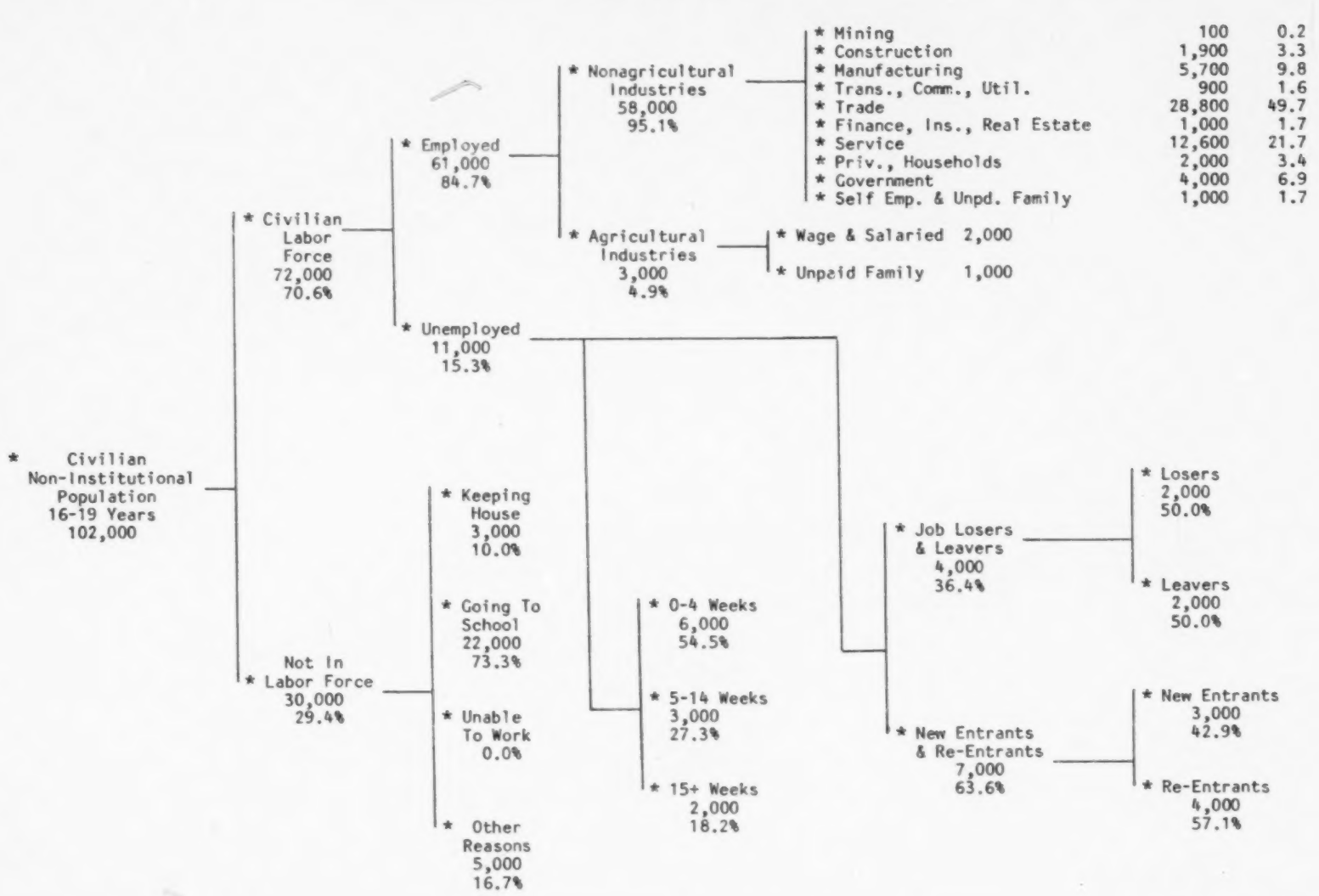
— Of those teenagers in the work force, one out of two is employed in the retail trade sector. Three out of four are employed in the trade and service sector.

— The typical working teenager works part-time at approximately 30 hours a week.

— During 1985, teenage unemployment in the state was 14.1 percent. Young adult (20-24) unemployment was 9.8 percent.

— Seven out of ten teenagers and eight out of ten young adults in Utah were working in the Civilian Labor Force in 1985. Nationally, five out of ten teenagers and eight out of ten young adults were working in the Civilian Labor Force.

STATUS OF UTAH'S TEENAGE LABOR FORCE RESOURCES - 1985
(16 - 19 YEARS)


* Civilian Non-Institutional Population 16-19 Years 102,000
* Civilian Labor Force 72,000 70.6%
* Employed 61,000 84.7%
* Nonagricultural Industries 58,000 95.1%
* Mining 100 0.2
* Construction 1,900 3.3
* Manufacturing 5,700 9.8
* Trans., Comm., Util. 900 1.6
* Trade 28,800 49.7
* Finance, Ins., Real Estate 1,000 1.7
* Service 12,600 21.7
* Priv., Households 2,000 3.4
* Government 4,000 6.9
* Self Emp. & Unpd. Family 1,000 1.7
* Agricultural Industries 3,000 4.9%
* Wage & Salaried 2,000
* Unpaid Family 1,000
* Unemployed 11,000 15.3%
* Job Losers & Leavers 4,000 36.4%
* Losers 2,000 50.0%
* Leavers 2,000 50.0%
* New Entrants & Re-Entrants 7,000 63.6%
* New Entrants 3,000 42.9%
* Re-Entrants 4,000 57.1%
* 0-4 Weeks 6,000 54.5%
* 5-14 Weeks 3,000 27.3%
* 15+ Weeks 2,000 18.2%
* Not In Labor Force 30,000 29.4%
* Keeping House 3,000 10.0%
* Going To School 22,000 73.3%
* Unable To Work 0.0%
* Other Reasons 5,000 16.7%

Source: U.S. Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1985, and unpublished Current Population Survey tables. Nonagricultural Industry distributions, Utah Department of Employment Security, Labor Market Inforamtion (LMI) Services, (RLS4).

SECTION I

POPULATION GROWTH AND DISTRIBUTION

YOUTH POPULATION GROWTH AND DISTRIBUTION IN UTAH

One of the biggest contributions to growth in Utah's labor force is the number of youth entering the labor market each year. Since the youth of today, those 16-24 years old, were born in the decade of the sixties, that decade's birth pattern is important in understanding what job planners are anticipating now and in the future.

In the early 1960's Utah's birth rate, like the nation's, experienced a decline. But as the nation's birth rate continued to drop, Utah's rate leveled out during the middle part of that decade, and then began to increase as the decade ended. The effects of these oscillations in the birth rate are clearly observable in population statistics. The 1980 census reported there were 113,703 16-19 years-olds, and 147,678 20-24 year-olds in Utah. In 1985 that mix had changed to 102,000 and 148,000 respectively, representing a 10 percent drop in the 16-19 population, and almost zero growth in the 20-24 population. In the near future, the higher birthrate of the late 1960's and 1970's will reverse the downward trend of the last five years, and total youth population will increase dramatically through the turn of the century. Illustration 1 graphically depicts the pendulum effect the births in the 1960's and 1970's have had on Utah's projected youth population over the next 15 years (1985-2000). As the illustration shows, a sharp increase in 16-24 years-olds should occur in this period.

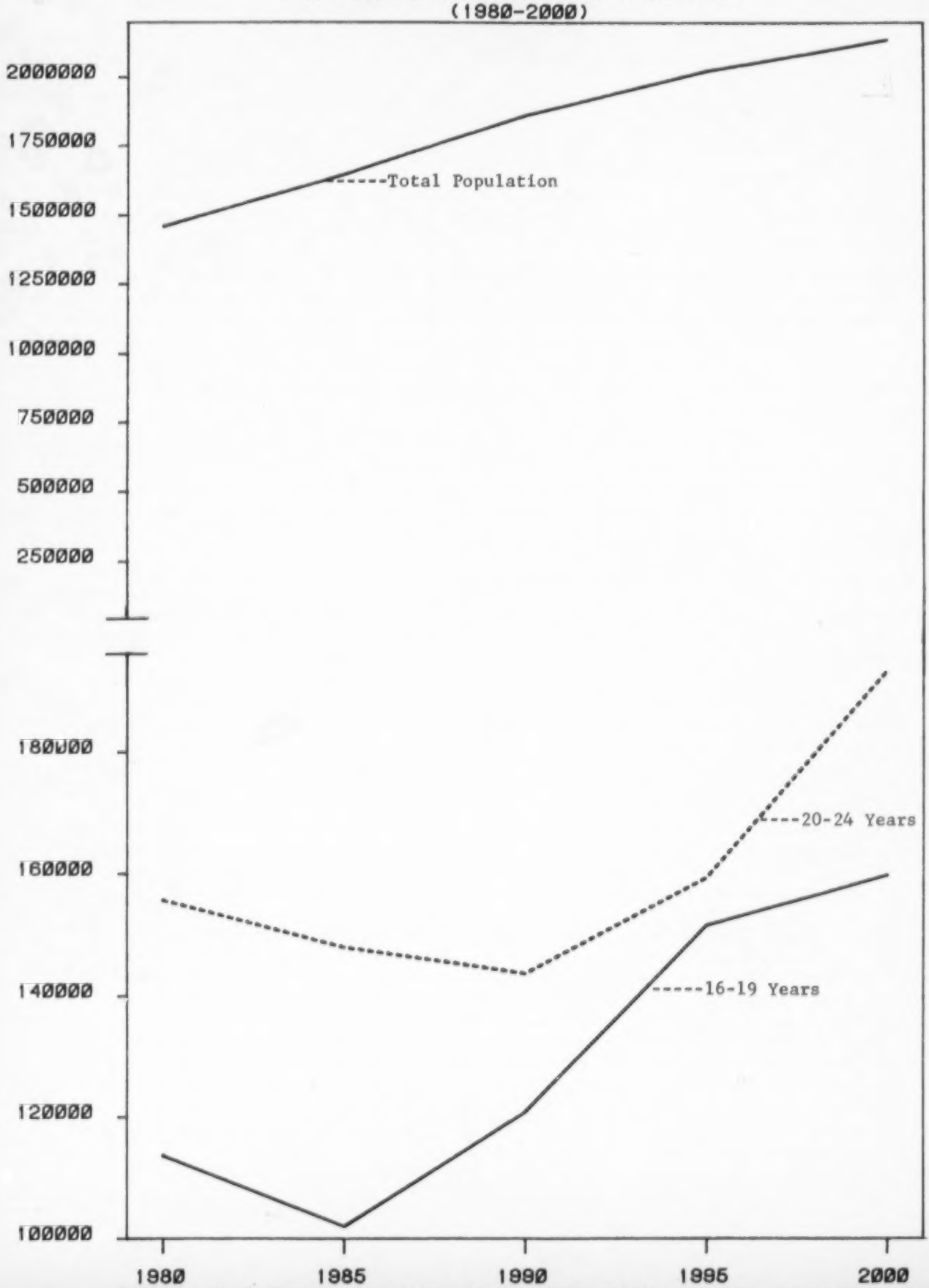
Another way of viewing the same picture is terms of what percentage of the total population the 16-24 age group represents. In 1985, 15 percent of the state's total population were youth, compared to more than 18 percent in 1980. Illustration 2 shows the trend 16-24 year-olds are expected to go through up to the year 2000. Once again the decline to 1985, and then an increase in share of population can be seen to the year 2000. This means that youth population (ages 16-24) will grow at a faster rate than total population.

It is also important to determine where the youth of the state reside. Are more of them located in rural settings, or urban? This is an important consideration when dealing with available job opportunities. The state is divided into several planning districts. Those districts are Bear River (Box Elder, Cache, Rich counties), Wasatch Front (Davis, Morgan, Salt Lake, Tooele, Weber counties), Mountainland (Summit, Utah, Wasatch counties), Central (Juab, Millard, Piute, Sanpete, Sevier, Wayne counties), Southwestern (Beaver, Garfield, Iron, Kane, Washington counties), Uintah Basin (Daggett, Duchesne, Uintah counties), and Southeastern (Carbon, Emery, Grand, San Juan counties). Illustration 3 compares the geographic distribution of the 16-24 age group with the 16 years-and-over population during 1985, and the projected distribution of those groups in 1995.

The large majority (59 percent) of the 16-24 year-olds reside in the Wasatch Front counties. However, as a percentage of the 16 and over population youths in the Wasatch Front account for a relatively smaller share (21.7 percent) of the population than does the remainder of the State (27.1 percent). Since a large majority of the jobs in Utah are located in the Wasatch Front District and the youth share of the 16 and over population is greater outside of that area, youth on the average are going to find jobs tougher to find in non-Wasatch Front areas of the State. This condition helps to explain the heavy out-migration of youths from the rural districts of the State. The out-migration of youth from rural areas of the State for employment purposes also is indicated by the greater share (64 percent) of Utah's employed 16-24 year-olds that reside in the Wasatch Front District. This share compares with 59 percent of the population 16 and older who live in the Wasatch Front District.

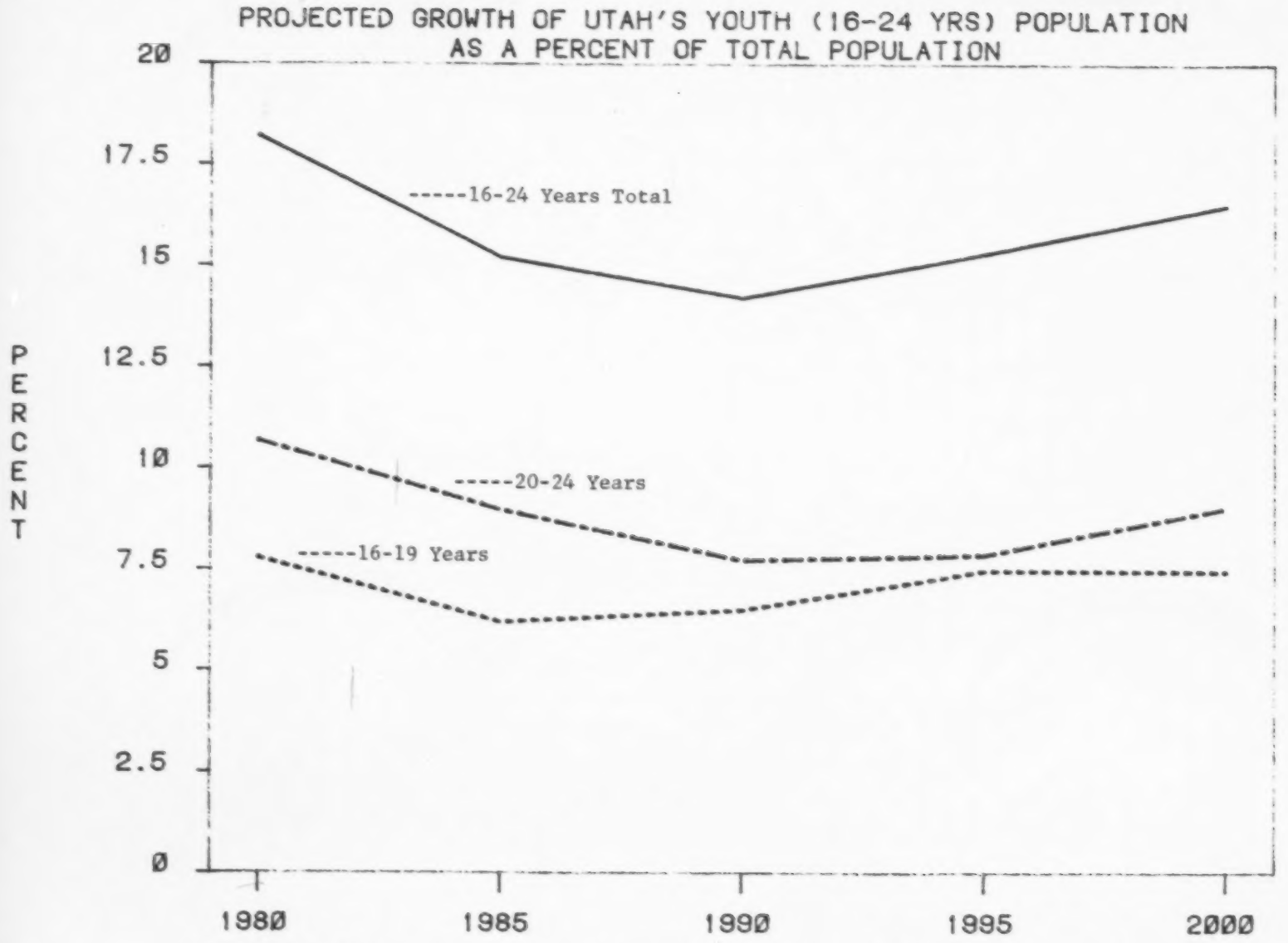
ILLUSTRATION 1

PROJECTED POPULATION GROWTH IN UTAH
(1980-2000)



SOURCE: Utah Process Economic & Demographic Model, St. Plan. Coordinators Office.

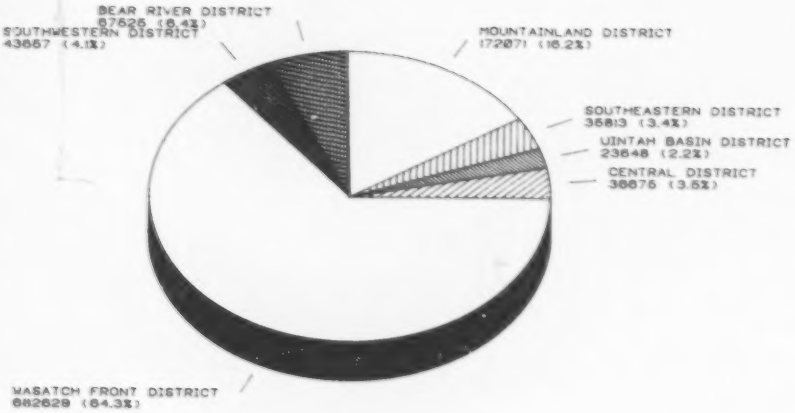
ILLUSTRATION 2



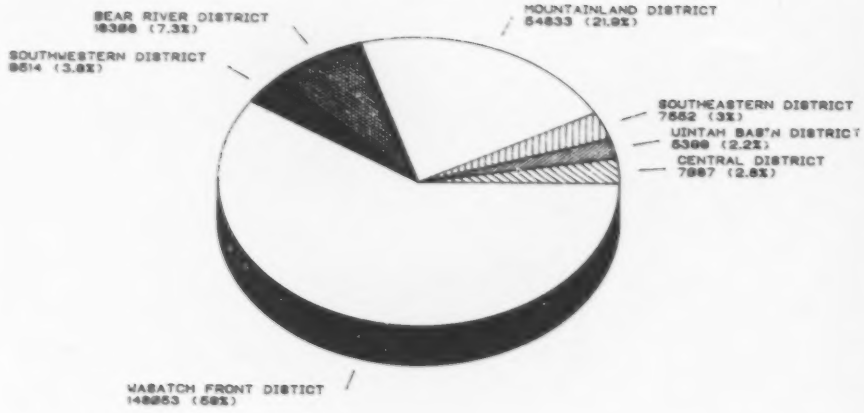
SOURCE: Utah Process Economic and Demographic Model, State Planning Coordinators Office.

ILLUSTRATION 3

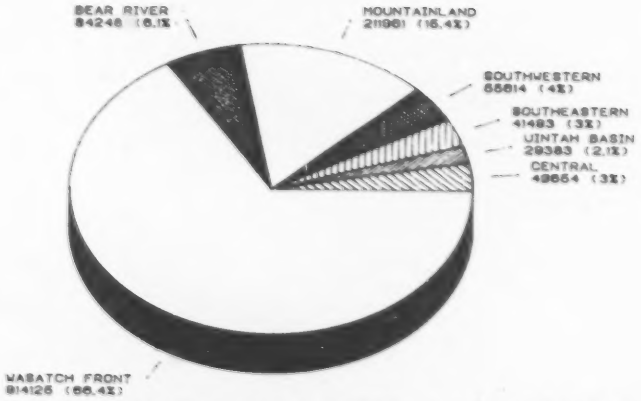
POPULATION ESTIMATE-1985
16 AND OVER



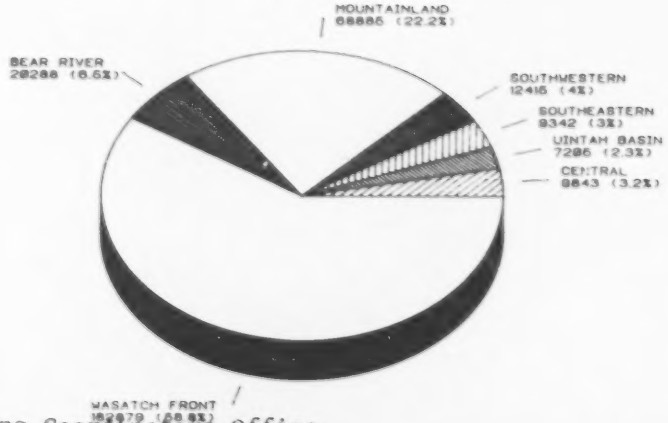
POPULATION ESTIMATE-1985
16-24 AGE GROUP



POPULATION ESTIMATE-1995
16 AND OVER



POPULATION ESTIMATE-1995
16-24 YEAR OLDS



SOURCE: Utah Process Economic and Demographic Model, State Planning Coordinators Office.

SECTION II

LABOR FORCE PARTICIPATION

LABOR FORCE PARTICIPATION

A review of Utah and national youth labor force participation rates for 1985, shows Utah well above the national average. Nationally, 54.5 percent of the teenagers are in the labor force. In Utah that number leaps to 71.6 percent. By comparison, young adults (those 20-24 years old) had a participation rate of 80.5 percent in Utah, slightly ahead of the 78.2 percent for the nation.

Utah's teenage participation rate has continued to make steady strides upward since 1980. In 1980 the teenage rate was 57.1 percent. By 1985 the rate had increased to 71.6 percent, a gain of more than 25 percent! The gain represents an increase in the teenage labor force of over 8,300 people. This increase occurred in spite of a population decrease of more than 11,000 in this age group. For further details see Table 1. The growth in teenage participation in the labor force over the last five years was felt throughout the State. Tables 2, 3 and 4 contain 1980 and 1985 Utah labor force information by age and sex by planning district. These figures show the significant changes that have taken place in some of the planning districts over the last few years. Table 5 provides 1985 United States labor force statistics for comparison. The biggest gains in terms of number and participation of youth were attained in the Wasatch Front District. The District provided the greatest numerical increase of teenagers in the labor force and also continues to lead in the percentage of its teenage population in the work force.

The 20-24 age group has experienced moderate gains in labor force participation since 1980. The participation rate has risen from 74.4 percent in 1980 to 80.5 percent in 1985; and 8.2 percent gain, representing an increase of 9,700 more 20-24 year-olds in the labor force. All planning districts have seen gains in young adult participation rates. Only the Central, Wasatch Front, and Southwestern districts however, had increased young adult populations at the same time. Further, since 1980, 60 percent of the gain in the State's young adult labor force has occurred in the Wasatch Front District.

In summary, Utah's labor market over the last five years has seen a 10 percent increase in the number of 16-24 year-olds in the labor force. About two-thirds of the youth labor force increase was accounted for by the 20-24 age group. Over three-fourths (76.9 percent) of the State's youth in 1985 participated in the labor market versus 66.8 percent in 1980. The 1985 rate was more than eight percentage points higher than the national average. While more youth have entered the labor market over the last five years, Utah's youth population (16-24 years) has decreased by nearly 4 percent. All of the decrease occurred in the 16-19 year age group which shrunk by 10 percent. Over the next ten years Utah's youth population is once again expected to increase dramatically. Even if the rate at which they take part in the labor force remains the same, the next ten years will see the need for an even larger supply of jobs to satisfy Utah's youth demand for work opportunities.

TABLE 1

COMPARISONS OF KEY LABOR FORCE CHARACTERISTICS
IN UTAH FROM 1980 AND 1985 FOR AGES 16-24

			CHANGE		
POPULATION	1980	1985	PERCENT	NUMBER	SHARE
16-24	261,381	250,760	- 4.1%	-10,621	100.0%
16-19	113,703	102,320	-10.0	-11,383	-107.2
20-24	147,678	148,440	0.5	762	7.2
CIVILIAN LABOR FORCE					
16-24	174,706	192,720	10.3%	18,014	100.0%
16-19	64,905	73,210	12.8	8,305	46.1
20-24	109,801	119,510	8.8	9,709	53.9
PARTICIPATION RATE					
16-24	66.8	76.9	15.1%	-	-
16-19	57.1	71.6	25.4	-	-
20-24	74.4	80.5	8.2	-	-
EMPLOYMENT					
16-24	157,678	170,950	8.4%	13,272	100.0%
16-19	56,509	63,230	11.9	6,721	50.6
20-24	101,169	107,720	6.5	6,551	49.4
UNEMPLOYMENT					
16-24	17,028	21,770	27.9%	4,742	100.0%
16-19	8,396	9,980	18.9	1,584	33.4
20-24	8,632	11,790	36.6	3,158	66.6
UNEMPLOYMENT RATE					
16-24	9.8%	11.3%	15.3%	-	-
16-19	12.9	13.6	5.4	-	-
20-24	7.9	9.9	25.3	-	-

TABLE 2
UTAH POPULATION AND LABOR FORCE ESTIMATES - 1985 AND 1980

PLANNING DISTRICT	1985			1980		
	16+	16-19	20-24	16+	16-19	20-24
STATE TOTAL						
Population	1,062,000	102,320	148,440	974,160	113,703	147,678
Labor Force	730,000	73,210	119,510	619,099	64,905	109,801
Part. Rate	68.7	71.6	80.5	63.6	57.1	74.4
Unemployed	42,750	9,980	11,790	33,817	8,396	8,632
Rate	5.9	13.6	9.9	5.5	12.9	7.9
BEAR RIVER						
Population	67,530	7,370	10,940	62,197	8,100	11,374
Labor Force	43,450	4,770	8,290	38,084	4,328	7,482
Part. Rate	64.3	64.7	75.8	61.2	53.4	65.8
Unemployed	2,100	530	820	1,868	512	573
Rate	4.8	11.1	9.9	4.9	11.8	7.7
WASATCH FRONT						
Population	682,600	61,470	86,580	633,269	69,511	84,320
Labor Force	495,700	46,610	75,720	419,381	42,699	69,815
Part. Rate	72.6	75.8	87.5	66.2	61.4	82.8
Unemployed	26,180	6,370	7,060	22,556	5,632	5,530
Rate	5.3	13.7	9.3	5.4	13.2	7.9
MOUNTAINLAND						
Population	172,070	19,950	34,880	155,763	21,785	36,122
Labor Force	103,160	13,390	23,900	90,993	9,976	22,236
Part. Rate	60.0	67.1	68.5	58.4	45.8	61.6
Unemployed	7,030	1,790	2,430	5,413	1,372	1,651
Rate	6.8	13.4	10.2	6.0	13.8	7.4
CENTRAL						
Population	36,680	3,380	3,710	30,617	3,453	3,280
Labor Force	24,560	2,280	2,870	16,914	1,978	2,017
Part. Rate	67.0	67.5	77.4	55.2	55.9	61.5
Unemployed	2,180	340	350	936	186	188
Rate	8.9	14.9	12.2	5.5	9.4	9.3
SOUTHWEST						
Population	43,660	4,320	5,200	36,621	4,418	4,735
Labor Force	27,560	2,710	3,710	20,532	2,625	3,111
Part. Rate	63.1	62.7	71.3	56.1	59.4	65.7
Unemployed	1,680	350	360	1,265	278	284
Rate	6.1	12.9	9.7	6.2	10.6	9.1
UINTAH BASIN						
Population	23,650	2,430	2,970	20,915	2,482	3,008
Labor Force	15,900	1,420	2,150	12,609	1,353	1,889
Part. Rate	67.2	58.4	72.4	60.3	54.5	62.8
Unemployed	1,450	270	280	665	167	125
Rate	9.1	19.0	13.0	5.3	12.3	6.6
SOUTHEASTERN						
Population	35,810	3,400	4,160	34,778	3,954	4,839
Labor Force	19,560	2,030	2,870	20,586	1,946	3,251
Part. Rate	54.6	59.7	69.0	83.1	49.2	67.2
Unemployed	2,130	370	450	1,114	249	281
Rate	10.9	18.2	15.7	5.4	12.8	8.6

SOURCE: Current Population Survey and UPED model for 1985,
U.S. Census of Population for Utah, 1980.

TABLE 3
UTAH FEMALE POPULATION AND LABOR FORCE ESTIMATES - 1985 AND 1980

PLANNING DISTRICT	1985 16+	1985 16-19	1985 20-24	1980 16+	1980 16-19	1980 20-24
STATE TOTAL						
Population	535,990	51,100	70,670	498,563	57,455	79,457
Labor Force	301,920	33,680	52,940	246,403	30,658	48,408
Part. Rate	56.3	65.9	74.9	49.4	53.4	60.9
Unemployed	19,180	4,960	6,450	13,212	3,374	3,123
Rate	6.4	14.7	12.2	5.4	11.0	6.5
BEAR RIVER						
Population	34,060	3,800	4,860	31,719	4,310	5,749
Labor Force	18,000	2,350	3,690	14,698	2,101	3,336
Part. Rate	52.8	61.8	75.9	46.3	48.8	58.0
Unemployed	1,100	310	470	890	244	280
Rate	6.1	13.2	12.7	6.1	11.6	8.4
WASATCH FRONT						
Population	345,070	29,830	41,820	323,791	34,088	46,830
Labor Force	207,930	21,520	34,020	171,145	19,829	31,293
Part. Rate	60.3	72.1	81.3	52.9	58.2	66.8
Unemployed	12,540	3,010	4,100	8,799	2,122	1,982
Rate	6.0	14.0	12.1	5.1	10.7	6.3
MOUNTAINLAND						
Population	87,150	10,760	16,650	80,774	11,876	19,306
Labor Force	43,620	6,000	11,100	35,460	5,183	10,300
Part. Rate	50.1	55.8	66.7	43.9	43.6	53.4
Unemployed	2,950	940	1,240	2,042	597	569
Rate	6.8	15.7	11.2	5.8	11.5	5.5
CENTRAL						
Population	17,870	1,690	1,690	15,690	1,749	1,552
Labor Force	8,130	1,090	960	6,270	911	676
Part. Rate	45.5	64.5	56.8	40.0	52.1	43.6
Unemployed	630	210	140	413	103	58
Rate	7.7	19.3	14.6	6.6	5.9	8.6
SOUTHWEST						
Population	22,070	2,150	2,410	18,720	2,227	2,385
Labor Force	10,300	1,270	1,480	7,670	1,258	1,236
Part. Rate	46.7	59.1	61.4	41.0	56.5	51.8
Unemployed	670	210	180	424	130	91
Rate	6.5	16.5	12.2	5.5	10.3	7.4
UINTAH BASIN						
Population	11,820	1,160	1,290	10,360	1,196	1,223
Labor Force	5,580	550	630	4,005	519	549
Part. Rate	47.2	47.4	48.8	38.7	43.4	44.9
Unemployed	460	110	100	184	55	37
Rate	8.2	20.0	15.9	4.6	10.6	6.7
SOUTHEASTERN						
Population	17,590	1,710	1,950	17,509	2,009	2,412
Labor Force	8,360	900	1,060	7,155	857	1,018
Part. Rate	46.6	52.6	54.4	40.9	42.7	42.2
Unemployed	830	170	220	460	123	106
Rate	9.9	18.9	20.8	6.4	14.4	10.4

SOURCE: Current Population Survey and UPED model for 1985,
U.S. Census of Population for Utah, 1980.

TABLE 4
UTAH MALE POPULATION AND LABOR FORCE ESTIMATES - 1985 AND 1980

PLANNING DISTRICT	1985			1980		
	16+	16-19	20-24	16+	16-19	20-24
STATE TOTAL						
Population	526,010	51,220	77,770	475,597	56,248	68,221
Labor Force	428,080	39,530	66,570	372,696	34,247	61,393
Part. Rate	81.4	77.2	85.6	78.4	62.5	90.0
Unemployed	23,570	5,020	5,340	20,605	5,022	5,509
Rate	5.5	12.7	8.0	5.5	14.7	9.0
BEAR RIVER						
Population	33,470	3,570	6,080	30,478	3,790	5,625
Labor Force	25,450	2,420	4,600	23,386	2,227	4,146
Part. Rate	76.0	67.8	75.7	76.7	58.8	73.7
Unemployed	1,000	220	350	978	268	293
Rate	3.9	9.1	7.6	4.2	12.0	7.1
WASATCH FRONT						
Population	337,530	31,640	44,760	309,478	35,423	37,490
Labor Force	287,770	25,090	41,700	248,236	22,870	38,522
Part. Rate	85.3	79.3	93.2	80.2	64.6	102.8
Unemployed	13,640	3,360	2,960	13,757	3,510	3,548
Rate	4.7	13.4	7.1	5.5	15.4	9.2
MOUNTAINLAND						
Population	84,920	9,190	18,230	74,989	9,909	16,816
Labor Force	59,540	7,390	12,800	55,533	4,793	11,936
Part. Rate	70.1	80.4	70.2	74.1	48.4	71.0
Unemployed	4,080	850	1,190	3,371	775	1,082
Rate	6.9	11.5	9.3	6.1	16.2	9.1
CENTRAL						
Population	18,810	1,690	2,020	14,927	1,704	1,728
Labor Force	16,430	1,190	1,910	10,644	1,067	1,341
Part. Rate	87.3	70.4	94.6	71.3	62.6	77.6
Unemployed	1,550	130	210	523	83	130
Rate	9.4	10.9	11.0	4.9	7.8	9.7
SOUTHWEST						
Population	21,590	2,170	2,790	17,901	2,191	2,350
Labor Force	17,260	1,440	2,230	12,862	1,367	1,875
Part. Rate	79.9	66.4	79.9	71.9	62.4	79.8
Unemployed	1,010	140	180	841	148	193
Rate	5.9	9.7	8.1	6.5	10.8	10.3
UINTAH BASIN						
Population	11,830	1,270	1,680	10,555	1,286	1,785
Labor Force	10,320	870	1,520	8,604	834	1,340
Part. Rate	87.2	68.5	90.5	81.5	62.4	75.1
Unemployed	990	160	180	481	112	88
Rate	9.6	18.4	11.8	5.6	13.4	6.6
SOUTHEASTERN						
Population	17,860	1,690	2,210	17,269	1,945	2,427
Labor Force	11,200	1,130	1,810	13,431	1,089	2,233
Part. Rate	62.7	66.9	81.9	77.8	56.0	92.0
Unemployed	1,300	200	230	654	126	175
Rate	11.6	17.7	12.7	4.9	11.6	7.8

SOURCE: Current Population Survey and UPED model for 1985,
U.S. Census of Population for Utah, 1980.

TABLE 5
POPULATION AND LABOR FORCE CHARACTERISTICS
FOR THE UNITED STATES, 1985
(THOUSANDS)

	POPULATION 16 AND OVER	LABOR FORCE	PART. RATE	UNEMPLOYED	RATE
TOTAL 16+	178,206	115,461	64.8	8,312	7.2
16-24	34,603	23,619	68.3	3,206	13.6
16-19	14,506	7,901	54.5	1,468	18.6
16-17	7,232	3,154	43.6	662	21.0
18-19	7,274	4,747	65.3	806	17.0
20-24	20,097	15,718	78.2	1,738	11.1
25-34	40,670	33,550	82.5	2,341	7.0
FEMALE					
TOTAL 16+	93,736	51,050	54.5	3,791	7.4
16-24	17,582	11,201	63.7	1,455	13.0
16-19	7,231	3,767	52.1	661	17.6
16-17	3,543	1,491	42.1	298	20.0
18-19	3,688	2,276	61.7	363	16.0
20-24	10,351	7,434	71.8	794	10.7
25-34	20,805	14,742	70.9	1,098	7.4
MALE					
TOTAL 16+	84,469	64,411	76.3	4,521	7.0
16-24	17,021	12,418	73.0	1,751	14.1
16-19	7,275	4,134	56.8	806	19.5
16-17	3,689	1,663	45.1	363	21.9
18-19	3,586	2,471	68.9	443	17.9
20-24	9,746	8,283	85.0	944	11.4
25-34	19,864	18,808	94.7	1,244	6.6

SOURCE: Employment and Earnings, January 1986,
Bureau of Labor Statistics,
U.S. Department of Labor.

SECTION III

YOUTH EMPLOYMENT

YOUTH EMPLOYMENT BY OCCUPATION

Currently available occupational employment statistics by age for Utah are limited. However, information is available for the teenage group (16-19 years), and for the 20 and over population. These breakouts provide comparisons of occupational employment patterns.

For the teenage group, about 40 percent worked in some type of service occupation (See Table 6). This figure compares to about 11 percent for the 20 and over group who work in the service sector. Further, half of the 16-19 age females working are in a service related position. This compares to about one-third of the teenage males who work in the service sector. However, as a combined group, male and female teenage workers account for a quarter (25 percent) of all people holding service jobs.

TABLE 6

EMPLOYED PERSONS IN THE EXPERIENCED CIVILIAN LABOR FORCE (THOUSANDS)

	TOTAL		MALE		FEMALE	
	16-19	20+	16-19	20+	16-19	20+
WHITE COLLAR	17	370	5	188	12	182
Executives & Administrators	0	80	0	56	0	24
Professional	1	92	0	50	1	42
Technical	1	22	1	17	0	5
Sales	10	77	3	47	7	30
Administrative	5	99	1	18	4	81
BLUE COLLAR	16	164	14	137	2	27
Machine Operators	3	38	2	22	1	16
Transportation	1	30	1	28	0	2
Laborers	8	16	7	13	1	3
Crafts	4	80	4	74	0	6
SERVICES	24	71	10	29	14	42
Private House	1	2	0	0	1	2
Protective	0	9	0	8	0	1
Other	23	60	10	21	13	39
FARMING	3	18	3	16	0	2
TOTAL	60	623	32	370	28	253

SOURCE: U.S. Bureau of Labor Statistics unpublished printouts from the 1985 Current Population Survey.

The next most likely place to find a working teenager is in the blue collar occupations where 9 percent of all such jobs are filled by teenagers. Nearly one-half (44 percent) of all working teenage males are blue collar workers, compared to only 7 percent of the females. In the last category, white collar, only 4 percent of the jobs are held by teenagers. About 43 percent of all teenage females working are employed in white collar positions, with over half of those positions in sales-related activities. Of the working teenage males, only 16 percent are found in some type of white collar position.

Since white collar, blue collar, and service related jobs can be found across almost all industry sectors, a breakdown of teenage jobs by industry is useful. Table 7 gives this breakdown. As can be seen, over 70 percent of all teenage workers are found in either the trades or service sectors. Because most teenagers are still in school, those choosing to work must have flexible hours. In most cases those two industry sectors provide that flexibility.

TABLE 7

NONAGRICULTURAL JOBS BY INDUSTRY SECTOR FOR 16-19 YEAR-OLDS IN UTAH, 1985

SECTOR	NUMBER	PERCENT
MINING	100	0.2
CONSTRUCTION	1,900	3.3
MANUFACTURING	5,700	9.8
TRANSPORTATION, COMMUNICATION, & UTILITIES	900	1.6
TRADE	28,800	49.7
FINANCE, INSURANCE, & REAL ESTATE	1,000	1.7
SERVICE	12,600	21.7
PRIVATE HOUSEHOLD	2,000	3.4
GOVERNMENT	4,000	6.9
SELF-EMPLOYED	1,000	1.7

SOURCE: Utah Department of Employment Security, Labor Market Information (LMI) Services.

PART TIME/FULL TIME

When a youth is employed, is the work part-time, or is it full-time? Nationally, young workers (16-24 years) account for a much higher proportion of the part-time employed than the full-time employed. For example, the 16-19 age group accounted for 2.8 percent of the full-time employed versus 21.1 percent of the he part-time employed. For the 20-24 age group, full-time employment rises to 12.4 percent of the total employment, while the part-time percentage drops to 16.1 percent. (See Table 8 below). These differences imply that teenagers are heavily involved with school, leaving less time for full-time employment.

TABLE 8

PART-TIME/FULL-TIME EMPLOYMENT IN THE UNITED STATES 1985 (THOUSANDS)

	FULL-TIME	PERCENT OF TOTAL	PART-TIME[1]	PERCENT OF TOTAL
ALL WORKERS				
TOTAL 16+	88,535	100.0	18,615	100.0
16-19	2,506	2.8	3,928	21.1
16-17	440	0 5	2,053	11.0
18-19	2,066	2.3	1,875	10.1
20-24	10,981	12.4	2,999	16.1
MALE				
16+	53,862	100.0	6,028	100.0
16-19	1,437	2.7	1,891	31.4
20-24	6,078	11.3	1,261	20.9
FEMALE				
16+	34,672	100.0	12,587	100.0
16-19	1,069	3.1	2,036	16.2
20-24	4,903	14.1	1,738	13.8

[1] The Bureau of Labor Statistics official definition of part-time employment is working less than 35 hours a week.

SOURCE: U.S. Bureau of Labor Statistics unpublished printouts from the 1985 Current Population Survey.

Utah follows this national pattern, but to a greater degree. One-fourth of all part-time employed are teenagers. For 1985 this meant that 7,000 more 16-19 year-olds held part-time jobs than full-time (See Table 9). Conversely, teenagers in Utah hold about 5 percent of all full-time jobs, considerably higher than the national average of 2.8 percent. On the average, working teenagers worked a 30 hour week. Over half (56 percent) of all working teenagers hold part-time jobs. Since, for the most part, teenage workers are not the primary or sole income source for a family, and most work only part-time, why are they working? Several studies have determined they work for one major reason: discretionary income. In other words, youth are earning money for cars, school, entertainment, etc . . .

TABLE 9

PART-TIME/FULL-TIME EMPLOYMENT IN UTAH
1985 (THOUSANDS)

	FULL-TIME	PERCENT OF TOTAL	PART-TIME[1]	PERCENT OF TOTAL
ALL WORKERS				
16+	551	100.0	136	100.0
16-19	27	4.9	34	25.0
20+	524	95.1	102	75.0
MALE				
16+	356	100.0	48	100.0
16-19	14	3.9	18	15.0
20+	342	96.1	30	85.0
FEMALE				
16+	195	100.0	88	100.0
16-19	13	6.7	16	18.2
20+	182	93.3	72	81.8

[1] The Bureau of Labor Statistics official definition of part-time employment is working less than 35 hours a week.

SOURCE: U.S. Bureau of Labor Statistics unpublished printouts from the 1985 Current Population Survey.

SECTION IV

YOUTH UNEMPLOYMENT

YOUTH UNEMPLOYMENT

Most people, when discussing the labor force, are at first not concerned about how many people are employed, but rather how many are unemployed. This may be because the unemployment rate is the most commonly used economic indicator of how well society is meeting the employment needs of its populace. In looking at youth unemployment in Utah, one profound statistic stands out. In 1985, youth (16-24 years) accounted for 50 percent of the unemployed people looking for work. Since 1980 this statistic has been consistently in the 40 to 50 percent range. Illustration 4 provides a comparison of 1985 youth unemployment rates for each district in the State. As the illustration shows, the Uintah Basin and Southeastern Planning Districts had the highest youth unemployment rates in the State. The state youth unemployment rates average 13.6 percent for 16-19 year-olds, and 9.9 percent for 20-24 year-olds.

Male youth generally fared better than females in the labor market in 1985. The state youth average unemployment rate for females was 2 to 4 percentage points higher than for males. Illustrations 5 and 6 compare 1980 and 1985 youth unemployment rates for males and females respectively. The biggest change over the last five years took place in unemployment among 20-24 year old females. Illustration 6 shows that each planning district experienced significant increases in 20-24 year-old female unemployment rates.

High unemployment for youth is not unique to Utah. The nation faces the same dilemma, but to a larger degree. That is why the nature of the problem and possible causes have been discussed or debated by economists, social workers, and policy makers for a long time.

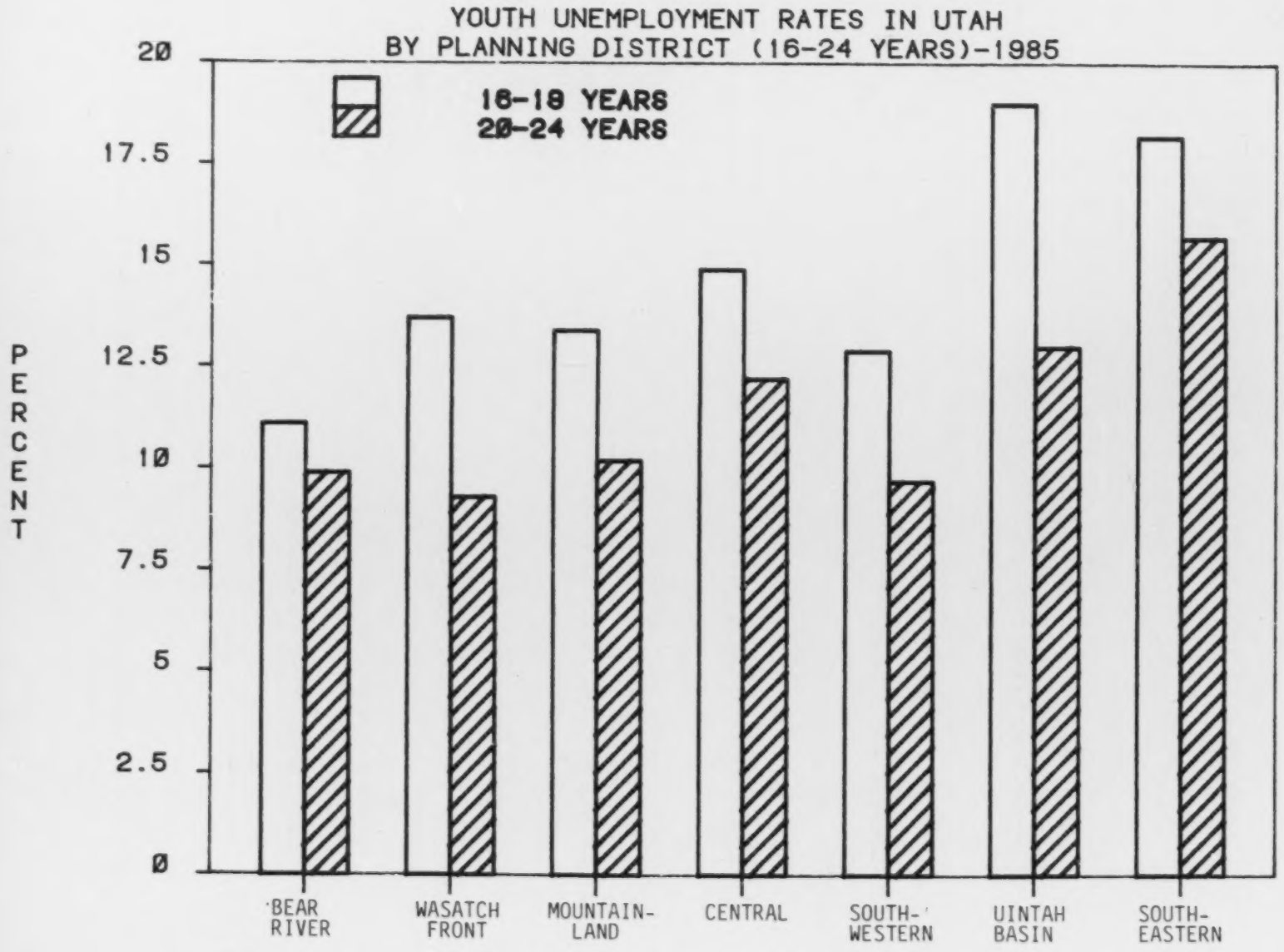
Some suggest that it is a problem of "high turnover" unemployment. In other words, youth move rapidly from job to job, being in and out of the labor force, and easily go from employment to unemployment. This is voluntary unemployment brought about by young people not staying with a job 1/. In Utah, the short duration of the 16-19 year-old group's unemployment may reflect the prevalence of voluntary unemployment. More than half find work within the first month of being unemployed, compared to around 40 percent for the 20 and over age group.

Another idea put forth is not that youth are undependable, but that youth unemployment is due to the nature of the work they are involved in. Jobs that offer no chance of advancement, working conditions less than favorable, redundant, and low incentive and salary, are jobs that might be classified as "high turnover" jobs. These jobs include many that require little or no training, little more than a basic education, and are readily available. Young job seekers often face these conditions in their search for work.

Some other barriers to employment for youth include:

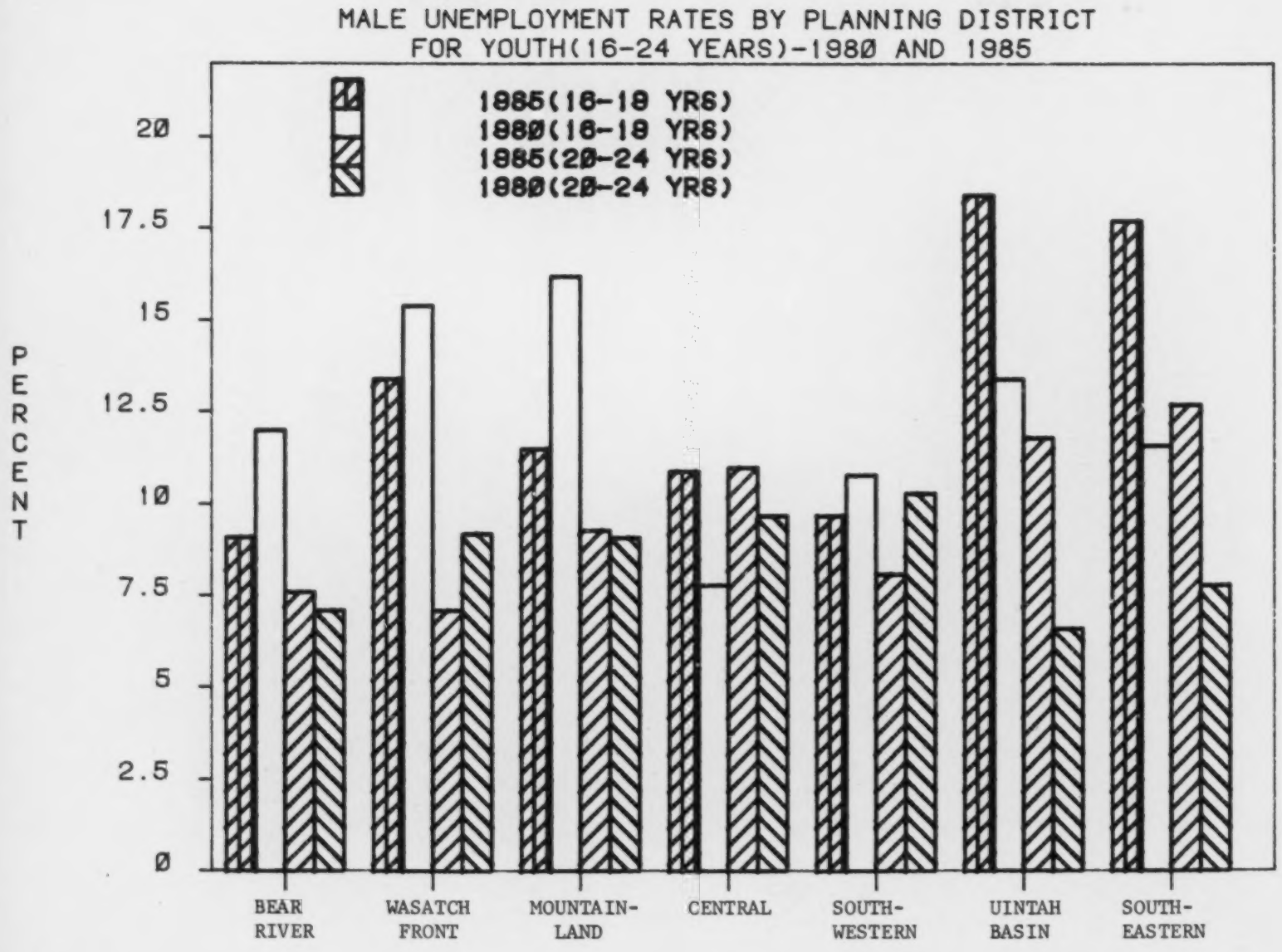
[1] *What Happened to Full Employment?* Robert M. Slow, Quarterly Review of Economics and Business, Vol. 13, No. 2 (Summer 1973).

ILLUSTRATION 4



SOURCE: Utah Department of Employment Security, Labor Market Information Services.

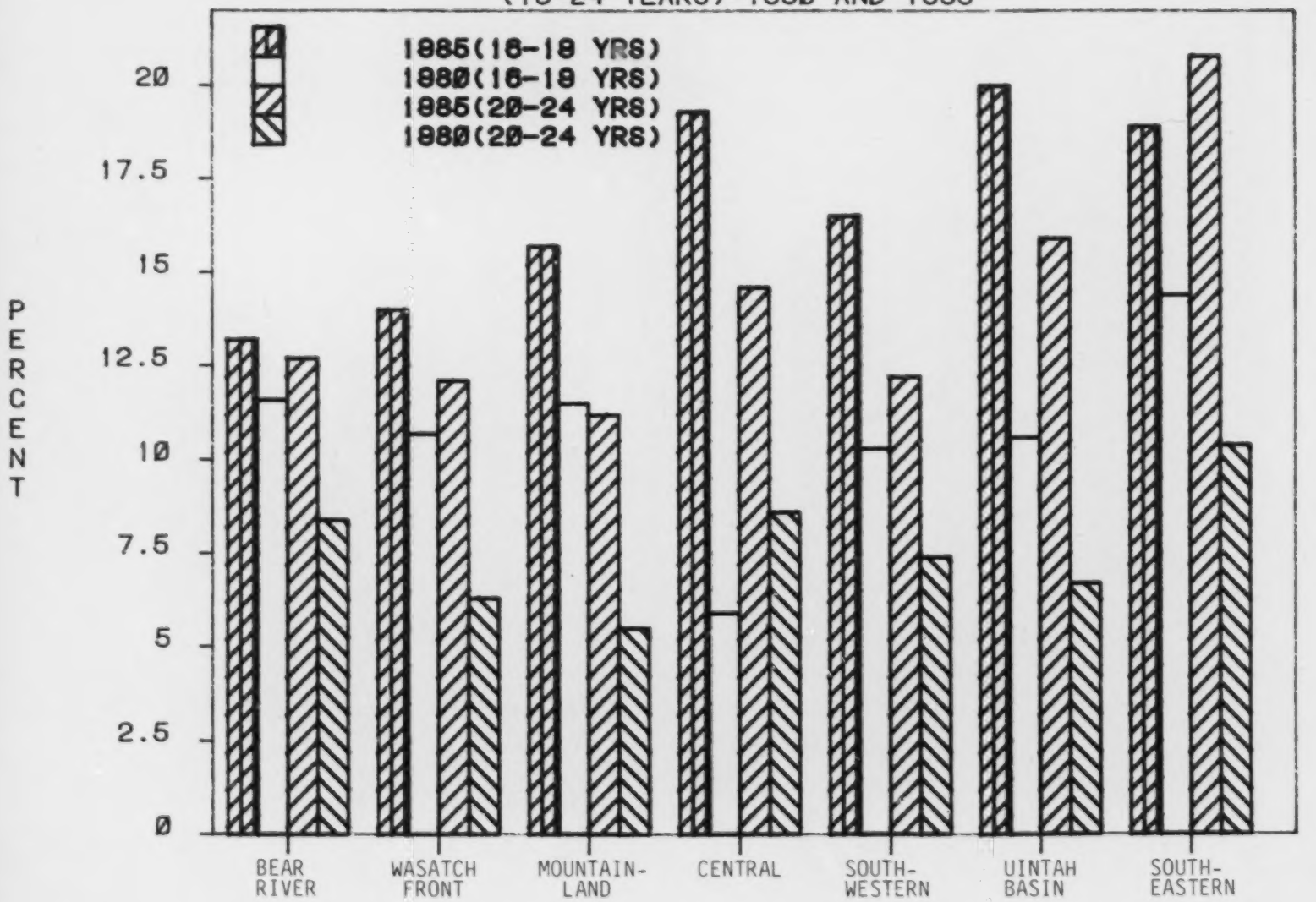
ILLUSTRATION 5



SOURCE: Utah Department of Employment Security, Labor Market Information Services.

ILLUSTRATION 6

FEMALE YOUTH UNEMPLOYMENT RATES IN UTAH BY PLANNING DISTRICT
(16-24 YEARS)-1980 AND 1985



SOURCE: Utah Department of Employment Security, Labor Market Information Services.

Lack of Education

When first entering the labor market the young job seeker may lack the needed skills or education to meet the minimum qualifications for a particular job. This applies particularly to school dropouts and to some degree, those finding work right out of high school. In almost all occupations, education is the key that opens the door to opportunity for a job. Therefore it becomes paramount to finish high school. According to statistics furnished by the Utah Department of Education, Utah's dropout rate for 1985 stood at 2.05 percent. This is a rise from the 1.69 percent in 1983 and up from 1.89 in 1984. Over the past few years roughly 2,700 dropouts each year have been handicapped for any job that requires a basic education.

Lack of Opportunity

Opportunity for work is everywhere. However, it isn't always evenly distributed. This is especially true in some of the rural parts of the State where unemployment for all segments of the population hover at or near double digit figures. In those settings the lack of business and industry to provide needed jobs not only causes unemployment in the youth population, but also makes the competition for existing jobs keen for youth and adult.

Minimum Wage Regulations

The argument for or against a minimum wage has been widely debated. As of this time, nothing has been passed in Congress to exempt teenagers from the current minimum wage requirements. A study by the Joint Economic Committee of Congress observed that as the minimum hourly wage goes up (cost of labor is higher), companies adjust their use of the expensive labor resource. As the minimum wage increases, employers want greater productivity from their existing workers to make up for the increased cost. They retain workers who produce the most which means those with lower skills and experience are let go. In many cases youth are the first ones to go. This practice means that fewer jobs are available and the young job seeker faces greater competition.

HIRING AND JOB SEARCH PRACTICES

As is true all job seekers, finding a job when you are young is more than just showing up and saying, "Here I am. When do I start work?" It takes effort, stick-to-itiveness, and a good job search strategy. The job search becomes one of matching an individual's marketable job skills with the right job at the right time. Because competition for a particular position seems to always exist, it is important that job seeker be prepared to give his/her best. The following "8 Tips For Young Job Hunters" may be helpful in that preparation.

1. Start early to give yourself as much time as possible.
2. Check for job leads with family, neighbors, employment and job counselors at school.
3. Pursue more than one lead at a time.
4. Be prepared to fill out applications. Bring along a list of references, complete with names, addresses, and telephone numbers. If you have had a job before, be ready to provide the employer's name, address, and the dates when you last worked. Know your Social Security number.

5. Before going to an interview, familiarize yourself with the company and its product or service. Present your skills and assets in their best light. Arrive for the interview alone, at least five minutes early.

6. Dress cleanly and neatly. Don't smoke, chew gum, or wear jeans. Leave portable radios and headphones at home. Speak clearly, avoid slang, and be positive and enthusiastic.

7. Be flexible about working hours. Many summer/part-time jobs require working afternoons, evenings, and weekends.

8. Follow-up applications and interviews by calling two or three days later to see if the positions are still available.

The points listed above might be more important than one may think in obtaining a job. In a study [2] done in 1984, questions were put to a group of employers as to what influenced them to hire a youth, to not hire a youth, and once on-the-job, what would lead them to fire a youth in the first few months. The results are illuminating.

The answer given as to what influenced them to hire a youth was a person's use of a good job search strategy. This was further defined as:

A. Looked clean and neat at the interview.
B. Filled out job application in a neat and correct manner.
C. Attached a complete resume to the job application.
D. Asked many questions about the job or company during the interview.
E. Called employer after interview to show interest in getting the job.

What influenced them to not hire a youth? The employers suggested that it was because of negative information regarding job search strategies, basic skills, and previous work experiences. This is further broken down to include:

A. Falsified the job application.
B. Could not read.
C. Had been unproductive in previous job because of low effort.
D. Had high absenteeism in previous job.
E. High turn over in previous job.

Finally, employers would be inclined to fire youth in the early months the first time they violated company rules or did not make an effort to improve performance. This is further broken down to include:

A. Showed up for work drunk.
B. Cheated on time sheets.
C. Refused to do a job.
D. Unproductive because of low effort.
E. Did not call when sick.
F. Late for work and did not have a good excuse.

[2] The National Center for Research in Vocational Education, "Youth's Perceptions of Employer Standards; Effects on Employment Outcomes and Employer Evaluations," Ohio State University, 1984.

The study also asked youth what their perceptions of employer standards were. Without going into detail, youth were consistently accurate in their perceptions of the items having the most positive influence on employer's hiring practices. Also, youth understood that falsifying a job application, being late for work without good cause, and cheating on time sheets all could lead to dismissal. However, the study indicated that youth tended to underestimate that low productivity caused by low effort would lead to dismissal. Youth also underestimated the importance of job performance standards, such as making computational errors, griping about work conditions, and missing work during the first month of employment.

If this study is valid, it would tend to substantiate the eight tips for young job hunters given above as being important and useful. It also points out that once a job has been obtained, every effort should be made to do the best job possible. Also, youths should not forget common courtesies, such as phoning the employer if you are going to be late for work.

SECTION V

YOUTH PROGRAMS

YOUTH HELP PROGRAMS

Many programs have been set up by federal, state and local governments and private industry to help youth find work. They know that youth are in need of special training and other assistance in order to locate employment. Below are brief descriptions of just a few of those programs that are designed, in part or in whole, to be of assistance to youth.

JOB TRAINING PARTNERSHIP ACT

In 1982 Congress created the Job Training Partnership Act (JTPA). The stated purpose of this act is:

> "to establish programs to prepare youth and unskilled adults for entry into the labor force and to afford job training to those economically disadvantaged individuals and other individuals facing various barriers to employment, who are in special need of much training to obtain productive employment."

The act is made up of two parts. Part A covers all individuals that are unskilled or have faced some type of employment barrier. These individuals include school dropouts, teenage parents, displaced homemakers, older workers, the handicapped, etc.. Part B comprises the summer youth employment and training program designed to prepare eligible individuals for job placement. This is accomplished with the aid of on-the-job training, work experience programs, employment counseling, remedial education, etc.. Both programs are available in most parts of the State. Local job service offices can provide information concerning the JTPA program in each area.

CAREER EDUCATION

The Office of Vocational Education, as a part of the State Board of Education, offers career education and vocational guidance. This takes place at comprehensive vocational assessment centers. Eight of these centers are in operation in the state at this time. The comprehensive vocational assessment centers not only serve students, but displace homemakers, laid-off employees and others. The centers will help with necessary skills from seeking a job to keeping a job. Also found in these centers, and in other high schools and colleges, this is a statewide guidance information system, which is a computer-assisted program providing occupational information and current data on major Utah employers.

JOB CORPS

This program is intended to improve the employment prospects of severely disadvantaged youth ages 16 through 21. Enrollees are sent to residential centers where they receive remedial education, skills training, on-the-job training, counseling and health services.

JUNIOR ACHIEVEMENT

Junior Achievement (JA) was founded in 1919. Its primary purpose is to bring economic education to all young people through experiences and classroom instruction. A second objective is to provide awareness of available careers in the business world.

In 1985 Junior Achievement of Utah involved 650 students in 26 after-school companies. Applied Economics classes reached another 570 students. In both JA and Applied Economics the students create and run small businesses. With the help of a consultant from the he business community, the students get to see what it is like to develop, produce and market a product. In Project Business and Business Basics, students are involved in role playing and other activities to allow them the opportunity to apply what they have learned. In Utah, business basics are taught beginning with the 5th and 6th grades.

SECTION VI

FUTURE JOB PROSPECTS

FUTURE JOB PROSPECTS

"What does the future hold for me?" How many times has this question been asked directly or indirectly as a person goes from school to work, or to other endeavors of life. No crystal ball exists that will produce the right answer for everyone, but projections have been made by the Bureau of Labor Statistics (BLS) and Utah Job Service which will help an individual decide which career path might have the best employment prospects. The projections take into account changes in demographic, economic, social, and technological factors.

The information given here is far from complete but provides some food for thought. If additional information is wanted, other sources, such as *Utah Job Outlook For Occupations*, published by Job Service, should be consulted.

Many of the jobs of the future will require more advanced education or training than their predecessors. Marvin Centrol, President of Forecasting International, and co-author of a book, *Jobs of the Future* states, "Anyone who stops his or her education after high school is committing occupational suicide." Many of the top growth occupations over the next decade as, projected by the BLS, bear out this statement.

So where will the future jobs be? Nationally, two sectors stand out. First, the BLS predicts that 90 percent of the new jobs will be in the service-producing industries. From health care for the aging population, to specialized services for the high tech industries, the service-producing sectors will be at the forefront of the job creation. Second, the industry that will employ the most workers a decade from now will be retail trade, where 21.3 million people will be employed.

The following is a capsulized view of the 11 fastest growing occupations over the next decade as measured by the percentage change and total number of jobs created.

PROJECTED GROWTH OCCUPATIONS FOR THE UNITED STATES

OCCUPATION	PERCENT CHANGE	NUMBER OF WORKERS
Health Services Managers	44	147,000
Accountants and Auditors	35	307,000
Engineers	36	480,000
Electrical and Electronic Engineers	53	206,000
Lawyers	36	174,000
Registered Nurses	33	452,000
Electrical and Electronic Technicians	50	202,000
Computer Programmers	72	245,000
Cashiers	30	566,000
Wholesale Trade Sales Workers	30	369,000
Computer Equipment Operators	46	143,000

SOURCE: Bureau of Labor Statistics, Occupational Outlook Quarterly, Spring 1986.

In Utah, the good news is that economy and job market are growing at a healthy pace. The not-so-good news is there are also growing numbers of young people seeking these jobs. The result is simple: keen competition among job seekers for the available jobs now and in the future. Over the next five years (1986 -1991), Utah's economy will create about 111,000 new jobs an average of 22,000 each year. In addition to these 22,000 job openings due to the growing job market, another 24,000 openings will result from the need to replace current workers who leave the labor force. Combined, roughly 46,000 job openings will occur each year over the 1986 to 1991 period.

Where in the State will these job openings be? Eight of ten job openings will be in the metropolitan area along the Wasatch Front (Weber through Utah counties). In fact, Salt Lake County will claim over half of the job openings.

What occupations offer the best job prospects for job seekers? For the youth population seeking work, typically those with little or no work experience and a high school education, the occupations shown below will offer the best potential for employment. The 53 occupations shown will account for nearly 15,000 of the projected total 46,000 annual openings. These occupations require roughly six months or less training and are typically entry-level positions for which young people can qualify. Jobs in these occupations provide a learning ground for the majority of the new workers entering the labor force. The benefits of this employment experience are two-fold: first and foremost, young workers are exposed to the job market's implicit work rules and acceptable work behaviors; second, young workers receive valuable work experience to include as part of their work history for the next job. After working in one or more of these jobs, many workers will move up to higher skilled and higher paid occupations.

Amusement/Recreation Attendants
Assemblers/Fabricators
Bartenders
Bill/Account Collectors
Billing/Posting/Cal. Mach. Opers.
Bus Drivers, School
Cashiers
Child Care Workers
Cleaners, Vehicle/Equipment
Combined Food Prep./Service Wkrs.
Cooks, Fast Food/Short Order
Counter/Rental Clerks
Crossing Guards
Customer Ser. Reps., Utilities
Data Entry Keyers
Dining Room/Bartender Helpers
Electronic/Electrical Assemblers
Farm Workers
File Clerks
Food Preparation Workers
Gardeners/Groundskeepers
General office Clerks
Guards, Security
Helpers, Construction
Hotel Desk Clerks
Industrial Truck Operators
Janitors/Porters/Cleaners/Maids
Jewelers/Silversmiths
Laundry/Dry Cleaning Mach. Opers.
Library Asst./Bookmobile Drivers
Mach. Forming Oprs. Metal/Plastic
Machine Feeders/Offbearers
Metal Fabricators
Nursing Aides/Orderlies
Order Fillers
Postal Mail Carriers
Production Inspectors/Testers
Production Packagers/Fillers
Receptionists/Infor. Clerks
Sales Clerks
Service Station Attendants
Sewing Mach. Opers., Nongarment
Sewing Mach. Opers., Garment
Shipping/Receiving Clerks
Stock Clerks, Stockrm/Warehouse
Stock Clerks, Sales Floor
Switchboard Operators
Teacher's Aides/Ed Assistants
Telephone/Cable TV Line Inst.
TellersTruck Drivers
Waiters/Waitresses

Continuation of education and training beyond the high school level opens up employment potential in another set of occupation. This list of job titles encompasses those occupations that require over six months of training but less than a four-year degree. This group includes all the highly skilled crafts and trades. Nearly 12,000 job openings will occur in this group each year. Many job seekers enter these occupations through work experience or a combination of work experience and formal training. Wage levels and fringe benefits for this group are typically better than for the preceding list of lower skill occupations.

Accounting/Bookkeeping Clerks
Aircraft Mechanics
Auto Body Repairers
Automobile/Motorcycle Mechanics
Bakers, Bread/Pastry
Barbers
Billing/Cost/Rate Clerks
Blue-Collar Workers Supervisors
Brick Masons
Butchers/Meatcutters/Slaughterers
Cabinetmakers/Bench Carpenters
Carpenters
Computer Operators
Computer Programmers/Aides
Concrete/Terrazzo Finishers
Cooks, Restaurant
Cooks, Institution/Cafeteria
Custom Tailors/Sewers
Data Processing Equip. Repairers
Dental Hygienists
Dental Assistants
Designers
Diesel Engine Mechanics
Drafters
Electricians
Electronic/Electrical Tech.
Electronics Mechanics
Farmers (Owners/Tenants)
Fire Fighters
Food Service/Lodging Managers
Hairdressers/Cosmetologists
Heat/AC/Refrig. Mechanics
Hosts/Hostesses
Housekeeping Supervisors
Instructors, Nonvoc. Educ.
Instructors/Coaches, Sports
Insurance Claims Clerk
Licensed Practical Nurses
Loan/Credit Clerks
Machinists
Maint. Repairers, Gen. Util.
Med/Clinical Lab Technologists
Medical Assistants
Operating Engineers
Order Clerks, Merch./Service
Painters/Paperhangers
Payroll/Timekeeping Clerks
Plumbers/Pipefitters
Police Patrol Officers
Precision Inspectors/Testers
Prod/Planning/Expediting Clerks
Reservation Ticket Agents
Roofers
Sales Agents, Real Estate
Sales Agents, Sec/Fin Services
Sales Agents, Insurance
Secretaries
Sheet Metal Workers
Stenographers
Surveyors
Teachers Preschool
Teachers, Vocational Educ.
Travel Agents
Typists/Word Proc. Eq. Operators
Welders/Flamecutters
Wholesale/Retail Buyers

The last group of occupations are those that require at least a four-year degree. The job titles listed below constitute the occupations in demand that require substantial formal training in order to qualify for employment. These jobs usually provide much higher salaries. Nearly 4,000 annual job openings will occur in Utah for these occupations. Graduates of in-state universities and colleges will not limit their job search just to Utah. Many new college graduates with marketable skills will leave the State to land jobs in their fields of study. Individuals majoring in engineering, business, and data processing occupations will find the best job prospects both in and out of Utah.

Accountants/Auditors
Civil Engineers
College & University Faculty
Cost Estimators
Electronic/Electrical Engineers
Graduate Assistants, Teaching
Librarians, Professional
Mechanical Engineers
Nurses, Registered
Personnel/Labor Rel. Specialists
Pharmacists
Public Relations Specialists
Purchasing Agent
Social Workers
Systems Analysts, Data Proc.
Teachers, Secondary School
Teachers, Elementary School
Writers/Authors/Editors

In summary, the three preceding lists of occupations will account for two-thirds of all job opening activity in the State over the next five years. Most young job seekers will find themselves in the situation of deciding whether to enter the job market immediately out of high school or to pursue further training. There is no right or wrong way to go; the decision is an individual one. Some may elect to find employment now and wait for a couple of years before they decide on a specific career choice. This path is often used by many young people who do not know what career course they wish. One thing is for sure though, these people will change occupations on an average of five to seven or more times before they narrow their career choices down. The person that will get ahead in the job market will have two critical personal attributes: flexibility (the ability to adjust to changing job requirements) and the aptitude and foresight for training and retraining. These two things will be required for success and fulfillment in tomorrow's world of work.

SECTION VII

JOB SERVICE

ROLE OF JOB SERVICE

The more contacts, or bases a person has, the better able that person is to find work. One of those bases for the youthful job seeker might include a stop at a local Job Service office. Job Service provides a number of useful services for young people looking for employment. A service of potential value is the testing and counseling service offered. Counselors can help in evaluating the advantages or disadvantages of various choices. Also they can give information on training that is required for a particular job, the working conditions of that job, and a host of other valuable information.

One useful tool for counseling job seekers is the General Aptitude Test Battery (GATB). This test is not only given to all applicants who desire to take advantage of it, but it also is a prerequisite to some jobs filled through Job Service. The GATB is composed of eight paper-and-pencil and four apparatus tests designed to measure nine aptitudes found to be important for successful performance on most jobs. Thus all applicants have the opportunity to see where their greatest productivity potential might be.

Another service used quite frequently at Job Service is the placement program. Because many jobs available at Job Service are entry-level positions in the trade, service, and manufacturing sectors, young job seekers have found good success in locating employment through the placement program. To illustrate, statewide figures show that during 1985 28.3 percent of all applicants at Job Service were 21 years of age or younger. This figure represents a higher percentage of applicants than their portion of the population would indicate. At the same time, 32.4 percent of all placements at Job Service were made in the 21 and under age group, indicating that youth fare well with job opportunities available at Job Service. Thus by coming into the local Job Service office, the chances of finding employment for the young job seeker are greatly enhanced.

The following table shows Job Service placements for youth in 1985.

TABLE 10

INDIVIDUALS PLACED IN JOBS BY UTAH JOB SERVICE BY AGE GROUP AND LOCAL OFFICE YEAR ENDING SEPTEMBER 30, 1986

LOCATION	TOTAL INDIV.	15 AND UNDER	PERCENT	16-19	PERCENT	20-21	PERCENT	22-39	PERCENT
State	48,012	1,137	2.4	8,976	18.7	5,464	11.4	25,336	52.8
Brigham	1,559	70	4.5	295	18.9	139	8.9	739	47.4
Cedar City	1,217	9	0.7	205	16.8	149	12.2	664	54.6
St. George	972	19	2.0	213	21.9	128	13.2	435	44.8
Heber	940	20	2.1	208	22.1	93	9.9	491	52.2
Logan	3,474	90	2.6	644	18.5	511	14.7	1,905	54.8
Delta	797	25	3.1	170	21.3	98	12.3	384	48.2
Ogden	6,222	100	1.6	904	14.5	708	11.4	3,561	57.2
Clearfield	3,618	332	9.2	935	25.8	353	9.8	1,616	44.7
Price	1,066	39	3.7	298	28.0	135	12.7	454	42.6
Provo	5,335	55	1.0	890	16.7	787	14.8	2,968	55.6
Richfield	737	13	1.8	165	22.4	84	11.4	367	49.8
Salt Lake	15,618	44	0.3	2,679	17.2	1,642	10.5	8,671	55.5
Tooele	714	9	1.3	193	27.0	81	11.3	335	46.9
Panguitch	299	13	4.3	78	26.1	32	10.7	129	43.1
Vernal	1,636	100	6.1	316	19.3	159	9.7	832	50.9
Roosevelt	818	30	3.7	143	17.5	89	10.9	393	48.0
Kanab	295	12	4.1	51	17.3	26	8.8	151	51.2
Fillmore	377	21	5.6	106	28.1	24	6.4	147	39.0
Nephi	292	14	4.8	49	16.8	25	8.6	145	49.7
Castle Dale	72	2	2.8	11	15.3	10	13.9	37	51.4
Moab	624	73	11.7	139	22.3	35	5.6	287	46.0
Blanding	508	21	4.1	96	18.9	73	14.4	261	51.4
Ephraim	822	26	3.2	188	22.9	83	10.1	364	44.3

SOURCE: Utah Department of Employment Security, Labor Market Information (LMI) Services.

Job Service can play an important role and be a valuable tool for any youth seeking employment, not only in the area of job placement, but in counseling and testing for future opportunities as well.

GLOSSARY

GLOSSARY

Civilian Labor Force — The "Civilian Labor Force" is the total number of persons, 16 years of age and older, excluding the Armed Forces, who are classified as being "employed" or "unemployed."

Civilian Labor Force Participation Rate — The ratio of the civilian labor force to the civilian noninstitutional population.

Full-Time Labor Force — Consists of persons working full-time schedules, persons involuntarily working part-time (part-time for economic reasons) and unemployed persons seeking full-time jobs.

Nonagricultural Wage and Salary Jobs — This refers only to employees on establishment payrolls during the sample week in each month (week including the 19th) and excludes self-employed, unpaid family workers, domestic workers, agricultural workers, and workers involved in labor-management disputes. Nonagricultural Wage and Salary Employment figures relate to place of work of the workers and not to their place of residence. The payroll records may count a person more than once to the extent that multiple job holding exists during the payroll period. In addition, the payroll data include in-commuters who live outside the labor area, but not out-commuters who work outside the area.

Part-Time Labor Force — Consists of persons working part-time voluntarily and unemployed persons seeking part-time work.

Unemployed — Unemployed persons comprise those who did not work during the survey week, who made specific efforts to find a job within the past four weeks and who were available for work during the survey week. Also included as unemployed are those persons who: (a) were waiting to be called back to a job from which they had been laid off; or (b) were waiting to report to a new wage or salary job within 30 days.

Unemployment Rate — The unemployment rate represents the number of unemployed as a percent of the Civilian Labor Force.

Youth — The term "Youth" refers to persons who are 16 to 24 years of age.